

PERSONNEL PIPELINE

THE COMMONWEALTH OF MASSACHUSETTS
MILITARY DIVISION
THE ADJUTANT GENERAL'S OFFICE
50 Maple Street, Milford, Massachusetts 01757-3604

04-35

14 September 2004

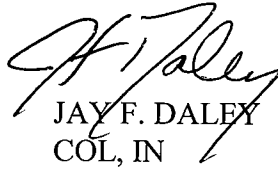
INCENTIVE PROGRAMS

SUBJECT: SRIP Policy 04-04 (Non-Prior Service Enlistment Bonuses for the Remainder of FY-04)

1. Reference memorandum NGB-ARM, 7 Sept 04, subject SAB.
2. The referenced memorandum with attachment was received from Chief, Personnel Programs, Manpower and Resources Division, National Guard Bureau, and provides guidance on Non-Prior Service Enlistment Bonuses for the Remainder of FY-04.
3. Based on information received within short notice, numerous questions have arisen. Answers to some of these questions are provided below:
 - a. Does this include any unit and any para/lin? Does it have to be an MTOE unit and a valid, vacant position? **Answer: NPS Enlistment Incentives are for MTOE units only, in a valid vacant slot or within the 125% overstrength authorization.**
 - b. Are the off-peak ship dates correct? Normally the dates are 1 October 2004 through 31 March 2005 vs. 1 October 2004 through 31 May 2004. **Answer: Yes, we extended the date thru May**
 - c. Is the CASP bonus \$6,000.00? **Answer: Yes**
 - d. Is there going to be a change in iMARC and DFAS for the different payment plan for this time period? **Answer: iMARC and DFAS are already changed.**
 - e. What about the critical skill MOS's for the KICKER? **Answer: Any soldier with an AFQT score of 50 and higher enlisting into a MTOE unit regardless of MOS can get the incentive as long as they meet all the other criteria listed the current kicker policy.**
 - f. Does the 101 -125% overstrength only pertain to the \$8K critical bonus? **Answer: No, any NPS soldier enlisting into a MTOE unit within the 125% authorized strength can receive either the \$6K or the \$8K if they meet all the other criteria for the enlistment bonus.**
 - g. What about the automated addendums that the MEPs generate? **Answer: Pen and ink changes are authorized for the payment schedules and off-peak dates.**
 - h. Just a question for clarification-Reference "Off Peak" Bonus: Can those who enlisted prior to 8 Sep 04 with a current ship date between 1Oct04 and 31May05 be authorized the "Off Peak" Bonus? **Answer: No, this is based on the date of enlistment.**

3. Feel free to direct any questions to the POC, SFC Berthiaume, (Comm) 508-233-6754, (DSN) 256-6754.

FOR THE ADJUTANT GENERAL:

A handwritten signature in black ink, appearing to read "J. Daley", is positioned above the printed name.

JAY F. DALEY
COL, IN

Deputy Chief of Staff, Personnel

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DEPARTMENTS OF THE ARMY AND THE AIR FORCE
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NGB-ARM

7 September 2004

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: SRIP Policy 04-04 (Non-Prior Service Enlistment Bonuses for the Remainder of FY04).

1. The following is the Non-Prior Service Enlistment Bonus structure for the remainder of FY04:

a. \$8,000 for any soldier who enlists in one of the following ARNG "Top 10" required MOSs necessary to support Operation Iraqi Freedom: 11B, 88M, 31B, 21B, 13B, 92A, 63B, 91W, 92G, 92Y.

b. \$6,000 for any soldier who enlists in a valid and vacant position in any MTOE unit.

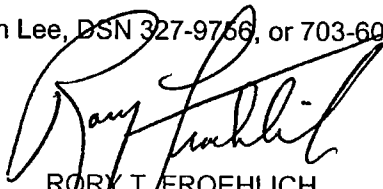
c. \$2,000 for any soldier who enlists in a valid and vacant position in any MTOE unit and agrees to ship during the "Off-Peak" period of 1 October 2004 through 31 May 2005.

d. The "Off-Peak" ship bonus does not apply to those soldiers enlisting in the ARNG "Top 10" MOSs, since the bonus amount cannot exceed \$8,000 by existing statute.

2. This policy supercedes only the Non-Prior Service portion of SRIP Policy 04-03 and will be in effect from 8-30 September 2004. The 14 Critical and 5 Low Density MOSs from SRIP Policy 04-03 are superceded by this memo effective 8 September 2004.

3. The payment schedule for the new bonus structure is 50% upon completion of IADT and 50% on the fourth anniversary of the enlistment date. State Incentives Managers and Recruiters are authorized to make pen and ink changes to the existing enlistment bonus addendums in order to correct the payment schedule from 30%-20%-20%-30% to reflect 50%-50% for contracts signed during the period specified in paragraph 2 above.

4. Point of contact for this action is MAJ Ron Lee, DSN 327-9756, or 703-607-9756.


RORY T. FROEHLICH
COL, EN
Chief, Personnel Programs, Manpower
and Resources Division

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